



**Dave McCready CEO**

## Collaborative Working

One of the benefits of being part of the Trust is that there are opportunities for staff to work collaboratively across all aspects of our work. There are already a number of examples where collaboration is beginning to impact positively on the education provided in our academies.

We are committed to further develop collaboration because we know that working in this way can also reduce workload and this is a key priority for the Trust. The work led by our Academy Improvement Team will see this develop over the coming years and I hope that teaching staff will take up the opportunity to work with colleagues at one of the four planned TeachMeet sessions advertised at the end of this newsletter.

Working in schools, we are all aware of the emotional difficulties faced by a growing number of children and young people and the importance of schools being able to spot the signs early and provide guidance and support wherever possible. We now have over 30 of our staff trained in Youth Mental Health First Aid and we'll continue to develop this provision in the future.

If we are to fully embrace collaborative working I believe we need to broaden our thinking from a school-based approach to a Trust-wide one and although this will not be easy it is vital that we move beyond focusing exclusively on the learners in our home school to accepting collective responsibility for the education of every learner in the Trust. If we can do this we will impact on the lives of over 7500 children and young people.



**Sarah Young  
Director of Education**

## Conference success

Over 500 teaching staff spent the October training day at the second TCAT Teachers' Conference at the Mercure, with guest speakers including Stephen Rollett, Alex Quigley and Ross Morrison McGill.

Alex Quigley from the Education Endowment Foundation spoke on making sense of metacognition, Stephen Rollett from the Association of School and College Leaders discussed Ofsted and the Curriculum, with Ross Morrison McGill @Teacher Toolkit focusing on increasing effective teaching and teacher workload. The conference provided a fantastic opportunity for our three new Academy Improvement Leaders to introduce themselves to colleagues from across the Trust and highlight their areas of focus: collaboration, vocabulary and metacognition.

The following colleagues were the lucky winners of books donated by Ross Morrison McGill – John Pinchin and Jack Butler at Cottingham, Gemma Johansson at Peshurst and Hilary Hogan at Wolfreton. A reminder that the TCAT Support Staff Conference will take place at the Mercure on the first day back after Christmas, Monday 6 January.



## Academy Improvement Team Update



**Richard Hill  
(Croxby)**

Area of academic  
research:  
Vocabulary



**David Hilton  
(Cottingham)**

Area of academic  
research:  
Collaboration

David Hilton and Richard Hill (Academy Improvement Leaders) have been successful in their applications for the role of Evidence Leads in Education with the Research Schools Network. This will further develop TCAT's links with the Wolds Associate Research School, a collaboration between Huntington Research School, York and The Esk Valley Alliance Research School, Settrington to work particularly with settings in the East Riding and Hull.

The research network is led by the Education Endowment Foundation (EEF), who provide many evidence-based resources and tools to help improve teaching practice and raise the attainment of learners. One role of the ELEs will be to get the research into settings in ways that

really make a difference in the classroom.

This is an exciting opportunity for the Academy Improvement Team and for academies trustwide. David and Richard, through their new role of ELEs, will support individuals or teams across the Trust in how school improvement can be performed from an evidence-informed perspective.



**Gilly Stafford  
DPO**

### Think Data! Think Safety!

The Data Protection Act is designed to protect the privacy of individuals and requires any personal information to be processed securely and confidentially.

In a school setting, this includes information relating to both staff and learners. If you must obtain, store, share, or use their personal data, it's crucial that you do so securely, as personal data is sensitive and private.

Data protection should be held in the same high regard as child protection and, as all staff members know who their DSL is, they should also know who their Data Protection Link is.

Ultimately, everyone has a responsibility in ensuring data is processed securely in a school.

This academic year there have been four data breaches across our academies, all of which were due to human error and include sending sensitive personal data to the incorrect postal address or incorrect email recipient.

So, please take a moment to pause, think and double check before you press 'send' on an email or scan, post a letter or copy information unnecessarily. When you are sure you need to share personal data, please ensure that this is done securely; either by encryption or password protected or signed for mail. In addition, ensure your passwords to networks and emails are strong and secure and changed every three months.

We are all human but we need to safeguard against any breaches. Please always remember to treat the data of others as securely as you would your own.



**Jane Simpson**  
Director of HR

## HR Payroll system

We are delighted to announce that we have launched our new Payroll system. This is an integrated HR and Payroll system, with our Central HR team providing an interface between the external payroll provider and you, our Trust colleagues. All TCAT staff have been provided with new email login details to access the new style electronic payslips. If you have any queries regarding payroll, please contact your Operations Manager in the first instance.



**Kerry Mason**  
Assistant  
Headteacher –  
Crosby

## Career Development @TCAT

My journey into teaching began when my eldest child started school. Whilst volunteering there, the teacher suggested I should complete a qualification to become a TA, and I took her advice. Having gained an NVQ Level 2 in Supporting Teaching and Learning in School, I decided to continue my studies and complete a Degree in Primary Education.

In 2009, a month after beginning my degree, I started at Peshurst Primary as a Part-Time TA with an offer of support to continue my studies to become a teacher. The Academy supported me to become a HLTA and then an unqualified teacher. In 2014, I gained QTS status and was encouraged to fast-track my NQT year into a term. Shortly after completing my NQT term, an opportunity arose to become Curriculum Leader at Peshurst. I used this role to learn more about the Primary Curriculum across the years and to develop as a leader. This experience led to my current position at Crosby, as Assistant Head for Teaching and Learning, where I have been since September 2017.

My experience to date with TCAT, has been one of support, encouragement and understanding of personal career progression and I have felt continuously supported. They have always asked the question “What’s next?” and cared about how I see my career developing, providing me with the guidance and opportunities to get there.

## Time to Talk @ TCAT

The first of these events have taken place at a variety of schools sites over recent weeks and are scheduled in across the year at all of our academies. They provide an opportunity for academy staff to meet members of the Trust Executive Leadership Group in an informal setting, where questions can be asked or suggestions can be discussed.

## TeachMeets



All teaching staff have received an invitation to attend the series of TeachMeets organised by Academy Improvement Leader David Hilton with other Trust colleagues making valuable contributions to each event. These events are taking place as follows:

11 December Closing the Gap (at Cottingham)

<https://www.eventbrite.co.uk/e/closing-the-gap-tickets-80261304723>

11 March Driving Challenge (at Hessle)

<https://www.eventbrite.co.uk/e/driving-challenge-tickets-80263076021>

6 May Creative Curriculums (at Winifred Holtby)

<https://www.eventbrite.co.uk/e/creative-curriculums-tickets-80265226453>

24 June Engage and Inspire (at Wolfreton)

<https://www.eventbrite.co.uk/e/engage-and-inspire-tickets-80266592539>

For further information please contact [david.hilton@consortiumtrust.co.uk](mailto:david.hilton@consortiumtrust.co.uk)

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## Coming soon - Sharepoint

A reminder that Sharepoint will be launched next month, providing exclusive access to quality assured resource materials, with content reviewed and approved by our Academy Improvement Leaders. As well as T&L materials, a Central Services Guide will also be available here, along with blogs by high profile educationalists and Trust news and events.

<https://consortiumtrust.sharepoint.com>

